

EXHIBIT A

EXHIBIT A


**CAPITOL
SERVICES**

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Service Of Process Transmittal Notice

ANTHONY LUDLOW BAYMARK PARTNERS 5700 GRANITE PKWY STE 435 PLANO TEXAS 75024	Date Processed: 06/30/2021
	Completed By: BONNIE BERNARD
	Delivery Method to Client: FEDEX 2 DAY LETTER
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Enclosed please find legal documents received on behalf of the client named below. These documents are being forwarded in accordance with your instructions.

Date / Time Received 06/30/2021 1:00 PM in NEVADA	Transmittal # NV-207016	Delivered to Agent by PROCESS SERVER
With Regard to Client NBC OPERATIONS, LLC		
Title of Case or Action SHANEQUA NORMAN VS. NBC OPERATIONS, LLC ET AL		
Case Number A-21-837103-C	Type of Document Served CITATION/SUMMONS	
Court Name DISTRICT COURT CLARK COUNTY, NEVADA		
Note		



1-207016A

THE LAW OFFICES OF MARY F. CHAPMAN, LTD
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4 Fax: (702)202-2003
maryf.chapman@juno.com
5 Attorney for Plaintiff

**DISTRICT COURT
CLARK COUNTY, NEVADA**

6
7 SHANEQUA NORMAN,)
8 Plaintiff,) Case No. A-21-837103-C
9 vs.) Dept.
10 NBC OPERATIONS, LLC a Foreign)
Limited Liability Company)
11 licensed to do business in)
Nevada,)
12 Defendant.)
13

SUMMONS - CIVIL

14 **NOTICE! YOU HAVE BEEN SUED. THE COURT MAY DECIDE AGAINST YOU**
15 **WITHOUT YOUR BEING HEARD UNLESS YOU RESPOND WITHIN 20 DAYS.**
READ THE INFORMATION BELOW.

16 **TO: NBC OPERATIONS, LLC:** A civil Complaint has been filed by the Plaintiff against
17 you for the relief set forth in the Complaint.

18 1. If you intend to defend this lawsuit, within 20 days after this Summons is
19 served on you, exclusive of the day of service, you must do the following:

20 (a) File with the Clerk of this Court, whose address is shown below, a formal
21 written response to the Complaint in accordance with the rules of the
22 Court, with the appropriate filing fee.
23 (b) Serve a copy of your response upon the attorney whose name and address
24 is shown below.

25 2. Unless you respond, your default will be entered upon application of the
26 Plaintiff(s) and failure to so respond will result in a judgment of default against
27 you for the relief demanded in the Complaint, which could result in the taking of
28 money or property or other relief requested in the Complaint.

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- 1 3. If you intend to seek the advice of an attorney in this matter, you should do so
2 promptly so that your response may be filed on time.
- 3 4. The State of Nevada, its political subdivisions, agencies, officers, employees,
4 board members, commission members and legislators each have 45 days after
5 service of this Summons within which to file an Answer or other responsive
6 pleading to the Complaint.
- 7

8 Submitted by:


9 LAW OFFICES OF MARY F. CHAPMAN

STEVEN D. GRIERSON

CLERK OF COURT

12 By: /S/ Mary F. Chapman, Esq.

13 Mary F. Chapman, Esq.

 6/29/2021

14 Attorney for Plaintiff

By: Deputy Clerk Date

15 8440 West Lake Mead Blvd., Suite 203

Regional Justice Center

16 Las Vegas, Nevada 89128

200 Lewis Avenue

Las Vegas, Nevada 89155

Demond Palmer

AFFIDAVIT OF SERVICE

STATE OF NEVADA)

) ss:

COUNTY OF CLARK)

_____, being first duly sworn, says: That at all times herein, affiant was and is over 18 years of age, not a party to nor interested in the proceeding in which this affidavit is made. This affiant received _____ copy(ies) of the Summons, Complaint and Initial Appearance Fee, _____ on the _____ day of _____, 2019, and served the same on the _____ day of _____, 2019, by:

(Affiant must complete the appropriate paragraph)

1. Delivering and leaving a copy with the Defendant _____ at (state address) _____.
2. Serving the Defendant _____ by personally delivering and leaving a copy with _____, a person of suitable age and discretion residing at the Defendant's usual place of abode located at (state address) _____.

[Use paragraph 3 for service upon agent, completing (a) or (b)]

3. Serving the Defendant _____ by personally delivering and leaving a copy at (state address) _____.

(a) With _____ as _____, an agent lawfully designated by statute to accept service of process;

(b) With _____, pursuant to NRS 14.020 as a person of suitable age and discretion at the above address, which address is the address of the resident agent shown on the current certificate of designation filed with the Secretary of State.

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1 4. Personally depositing a copy in a mail box of the United States Post Office, enclosed in a
2 sealed envelope, postage prepaid (Check appropriate method):

- 3 ☐ Ordinary mail
4 ☐ Certified mail, return receipt requested
5 ☐ Registered mail, return receipt requested

6 addressed to the Defendant _____ at Defendant's last known
7 address which is (state address)
8 _____

9 I declare under penalty of perjury under the law of the State of Nevada that the foregoing
10 is true and correct.

11 EXECUTED this _____ day of _____, 2019.

12 _____
13 Signature of Person Making Service
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Steven D. Grierson
CLERK OF THE COURT



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maryf.chapman@juno.com
6 Attorney for Plaintiff

CASE NO: A-21-837103-C
Department 26

**DISTRICT COURT
CLARK COUNTY, NEVADA**

7			
8	SHANEQUA NORMAN,)	
9)	Case No.
10	Plaintiff,)	
11)	Dept.
12	vs.)	
13	NBC OPERATIONS, LLC a Foreign)	
14	Limited Liability Company)	
15	licensed to do business in)	JURY TRIAL DEMANDED
16	Nevada,)	
17)	
18	Defendant.)	

COMPLAINT

16 Plaintiff, Shanequa Norman (hereafter "Plaintiff" or
17 "Norman"), by and through her attorney, the Law Office of Mary F.
18 Chapman, Ltd., hereby alleges and complains as follows:

VENUE AND JURISDICTION

20 1. This action is being brought pursuant to the common law
21 of the State of Nevada as defined by the Nevada Supreme Court in
22 Hansen v. Harrahs, 100 Nev. 60 (1984), tortuous discharge for
23 filing a workers compensation claim.

24 2. Additionally, Ms. Norman alleges a violation of the
25 Americans With Disabilities Act of 1990 (hereafter "ADA"), as
26 amended, 42 U.S. C. §12111, et seq., and Nevada Revised Statutes
27 §613.330.

28 3. The conduct and employment issues alleged herein
occurred in County of Clark, Nevada.

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1 4. Ms. Norman is seeking damages in excess of ten thousand
2 dollars (\$10,000.00).

3 5. Accordingly, venue and jurisdiction are properly
4 established with this Court.

5 **GENERAL ALLEGATIONS**

6 6. At all relevant times, Ms. Norman was employed by
7 Defendant in Clark County, Nevada and was during all relevant
8 times a resident of Clark County, NV.

9 7. Ms. Norman was employed by Defendant NBC Operations,
10 LLC (hereafter "Defendant" or "NBC") as a MRI technologist in Las
11 Vegas, Nevada.

12 8. On or about February 22, 2018, Ms. Norman reported a
13 shoulder injury caused by repetitive on the job activity.

14 9. Based upon restriction placed upon her by her doctor,
15 Ms. Norman requested a reasonable accommodations pursuant to the
16 ADA.

17 10. Defendant initially granted Ms. Norman's reasonable
18 accommodations.

19 11. On or about March 5, 2018, Ms. Norman's working hours
20 were substantially reduced.

21 12. On or about April 5, 2018, Ms. Norman's employment was
22 terminated.

23 13. Defendant is foreign limited liability company which is
24 licensed to do business in the State of Nevada.

25 14. Defendant is an employer as defined by the ADA and NRS
26 §613.330 because it has 15 or more employees.

27 / / /

28 / / /

1
2 **FIRST CAUSE OF ACTION**
3 **WRONGFUL TERMINATION FOR FILING A WORKERS' COMPENSATION CLAIM IN**
4 **VIOLATION OF NEVADA'S PUBLIC POLICY**

5 15. Ms. Norman hereby repeats, re-alleges, and
6 incorporates by reference paragraphs 1-14 contained above as
7 though fully set forth herein.

8 16. On or about February 1, 2018, Ms. Norman sought
9 initial medical treatment for her shoulder that was progressively
10 causing her discomfort and mobility restrictions.

11 17. Initially, Defendant accommodated Ms. Norman pursuant
12 to the doctor's recommendations, but soon thereafter withdrew the
13 accommodations without explanation.

14 18. On or about February 28, 2018, Ms. Norman's completed a
15 C-4 filing a workers' compensation claim because the doctor had
16 determined Ms. Norman's injury was caused by on the job
17 repetitive motion.

18 19. The treating physician determined that Ms. Norman
19 needed reasonable accommodations pursuant to the ADA while Ms.
20 Norman's condition was being treated.

21 20. On or about March 5, 2018, Ms. Norman's working hours
22 were substantially cut from 34-36 hours per week down to less
23 than 10 hours per week.

24 21. On or about April 5, 2018, Ms. Norman while still
25 recovering from her injuries, and prior to reaching maximum
26 medical improvement, was terminated from her position by
27 Defendant.

28 22. Ms. Norman has recovered from her injuries, and while
she has some persistent medical issues, Ms. Norman's medical

1 restrictions would allow her to perform all the essential
2 functions of her position with Defendant with reasonable
3 accommodation.

4 23. Based upon information and belief, Defendant in whole
5 or in part terminated Ms. Norman's employment in retaliation for
6 her filing of a workers' compensation claim in violation of
7 Nevada law.

8 24. Ms. Norman incurred lost wages as a result of
9 Defendant's wrongful termination and is entitled to back pay in
10 excess of ten thousand dollars.

11 25. Defendant's actions were done intentionally with malice
12 and forethought knowing they would inflict undue injury upon Ms.
13 Norman. Accordingly, Ms. Norman is legally entitled to receive
14 punitive damages.

15 **SECOND CAUSE OF ACTION**

16 **VIOLATION OF THE ADA and NRS §613.330**

17 **(Disability Discrimination and Retaliation)**

18 26. Ms. Norman hereby repeats, re-alleges, and
19 incorporates by reference paragraphs 1-25 contained above as
20 though fully set forth herein.

21 27. After receiving medical treatment related to her
22 shoulder injury which occurred at work Ms. Norman's doctor
23 returned her to work with medical restrictions pursuant to the
24 ADA's reasonable accommodations.

25 28. Ms. Norman was disabled at the time because her
26 shoulder injury affected major life functions including
27 preventing Ms. Norman from raising her arm above her shoulder and
28 completing repetitive tasks such as folding cloths.

1 29. Ms. Norman notified her immediate supervisor and HR of
2 her serious medical condition and requested accommodation.

3 30. Defendant initially accommodated Ms. Norman's
4 restrictions.

5 31. After notifying Defendant of her need for
6 accommodation, Defendant substantially cut Ms. Norman's working
7 hours.

8 32. Based upon information and belief, Defendant in whole
9 or in part terminated Ms. Norman's employment based upon her
10 request for accommodation, disability, perceived disability
11 and/or in retaliation for her engaging in protected activity in
12 violation of the ADA and NRS §613.330.

13 33. Ms. Norman filed a timely charge of discrimination
14 with the Nevada Equal Rights Commission ("NERC") and the Equal
15 Employment Opportunity Commission ("EEOC").

16 34. Ms. Norman was issued a right to sue letter by the
17 EEOC, and has timely filed this legal action.

18 35. Ms. Norman suffered consequential and compensatory
19 losses, including but not limited to lost wages and emotional
20 distress, in excess of ten thousand dollars.

21 36. Ms. Norman has a statutory right to punitive damages
22 because the Defendant's managers and/or agents actions were
23 wilful, knowing and intended to injure or otherwise cause harm to
24 Ms. Norman thereby making their actions and refusal to take
25 corrective measures malicious.

26 37. Ms. Norman has a statutory right to recover all
27 attorney's fees and costs.

28 / / /

1 WHEREFORE, Ms. Norman prays for judgment against Defendant
2 NBC as follows:

- 3 1. For consequential and compensatory damages in an amount
4 in excess of \$10,000.00;
5 2. For punitive damages in excess of \$10,000.00;
6 3. For all attorney's fees and costs incurred herein; and
7 4. For such other relief as the Court may deem just and
8 proper.

9 Dated this 29th day of June, 2020.

10 Respectfully submitted,
11 Law Office of Mary F. Chapman, Ltd.

12 /S/ Mary F. Chapman, Esq. #6591
13 Mary F. Chapman, Esq.
14 8440 W. Lake Mead Blvd., Ste. 203
15 Las Vegas, Nevada 89128
16 Attorney for Plaintiff
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Department 26

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11 Attorney for Plaintiff

**DISTRICT COURT
CLARK COUNTY, NEVADA**

8 SHANEQUA NORMAN,)
9) Case No.
10 Plaintiff,)
11 vs.) Dept.
12)
13 NBC OPERATIONS, LLC a Foreign)
14 Limited Liability Company)
15 licensed to do business in)
16 Nevada,)
17)
18 Defendant.)

INITIAL APPEARANCE FEE

16 Pursuant to NRS Chapter 19, as amended by Senate Bill 106,
17 filing fees were submitted on June 29, 2021, for the party
18 appearing in the above entitled action as indicated below:

19 Plaintiff Shanequa Norman \$ 270.00
20 Total Required Remittance \$ 270.00

21 DATED this 29th day of June, 2021.

22 Respectfully submitted,
23 Law Office of Mary F. Chapman, Ltd.

24 /S/ Mary F. Chapman, Esq. #6591
25 Mary F. Chapman, Esq.
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27 Las Vegas, Nevada 89128
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